

1 Jul 81

Pete:

FYI -- we had a meeting yesterday on our possible approach to doing some "proactive" program review & evaluation, & the topics we might consider as first priority. For what it's worth, this is being a really difficult task and we have had some philosophical discussion about looking at the "big picture" rather than piece-meal pieces (Some of Joyce's interviewees on precepts studied criticized OP for doing things piece-meal, suggesting we ought to first figure out what kind of people & ~~system~~ ^{management} the Agency needs in the future then design the system to accomplish the task -- great idea and we'd all be guaranteed jobs for the next 20 years at least---).

At any rate, just to keep you posted, attached is a copy of the summary of various items we have received through several sources (Inman, policy agenda, NFAC, DDO wish list, Glerum & others) which I tried to organize in some fashion (everybody has copies plus most of the backup papers). I then whittled it down the suggesting we deal with Glerum's issues first, melding in Inman's & other in some fashion & came up with an immediate attention list which we probably have general agreement on:

- PAR system (already working)
- Annual Promotion Cycle (Darb offered to take this one on himself)
- APR (tied up with Personnel Planning paper with Inman)
- OP I age
- Managerial resources/training
- Awards

We would, if we come to agreement that these are primary topics of concern at the moment, either assign topics to an individual or where it is complex, have a team of 2 concentrate on the subject. In other words, the style will depend on the complexity of the subject. Approved For Release 2005/12/01 : CIA-RDP92-00455R000100180015-0 summary & group the issues into major topics as a further refinement to help us get on with being "proactive". (I have Darb's paper on performance awards ---).

This list does not include several other things we all had talked about in the early days of my assignment:

- PRA review
- Skills session revision
- Departure study (tho related to one of the items)
- Use of Development Complement
- Personnel Officer Task Inventory
- comparison of NSA systems with CIA

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